

- Key Strategic Objectives:
- 1. Enable systems for operational excellence
  - 2. Promote & support establishment of the Safety Centre of Excellence
  - 3. Support workers to work safely
  - 4. Support employers to improve safety
  - 5. Enhance communications & engagement

1. ENABLE SYSTEMS FOR OPERATIONAL EXCELLENCE

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Facilitate meetings to promote collaboration of standardization among industry stakeholders.	Q1 - Q4	<ul style="list-style-type: none"><li>• Energy Safety Canada SK (ESC SK)</li><li>• Energy Safety Canada (ESC)</li></ul>	<ul style="list-style-type: none"><li>• Quarterly - Focus on &amp; promote the 10 Life Saving Rules (LSRs) and Energy Wheel during industry engagements.</li></ul>	Ongoing; topics raised at Q1 ESC SK Info Group & ESC SK Advisory Committee meetings and at safety conferences.	Ongoing; promotional LSR booklets were distributed at the Q2 ESC SK Information Group meeting.		
			<ul style="list-style-type: none"><li>• Engage with industry &amp; identify 2 champions to assist on agreements for acceptable standards; promote usage throughout industry.</li></ul>	Input requested from ESC SK Advisory Committee. Discussions underway with Whitecap resources and Saturn.	Continued discussions with Whitecap and Saturn Oil & Gas regarding the new Safety Management Systems pilot program.		

2. PROMOTE & SUPPORT ESTABLISHMENT OF THE SAFETY CENTRE OF EXCELLENCE

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Participate in developing effective & efficient learning management systems, including delivery. Seek opportunities to lead/support value-added research.	Q1 - Q4	<ul style="list-style-type: none"><li>• ESC SK</li><li>• ESC</li></ul>	<ul style="list-style-type: none"><li>• Maintain direct engagement quarterly with Saskatchewan Workers' Compensation Board (SK WCB), WorkSafe SK and other provincial safety associations, concerning youth initiatives.</li></ul>	Discussion held with SK WCB and SK Safety Council at the SK Safety Seminar in Saskatoon. ESC corporate participated directly in the SK WCB youth initiative.	Engaged in discussions at the SK WCB's "Provincial Approach to New Worker Injury Prevention" meeting.		
			<ul style="list-style-type: none"><li>• Engage with industry when called upon to provide input concerning illness &amp; injury trends &amp; ways to mitigate.</li></ul>	Ongoing; claim duration within ESC SK rate codes under review. SK WCB requested ESC to conduct an in-depth review to analyze factors and causation.	A detailed breakdown of 2024 injury statistics, including the top three causes, was provided to the SK Advisory Committee at the Q2 meeting.		

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Lead engagements to advance knowledge, learnings & sharing of Human and Organizational Performance (HOP) & Process Safety.	Q1 - Q4	<ul style="list-style-type: none"><li>• ESC SK</li><li>• ESC</li></ul>	<ul style="list-style-type: none"><li>• Initiate 3 engagements to enhance attendees' knowledge &amp; understanding of Human and Organizational Performance (HOP) principals.</li></ul>	Ongoing; presented 4D's framework at the Q1 ESC SK Information Group Meeting.	Explained the purpose of the HOP Community of Practice during employer support visits, including session registrations.		

Activity #3	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with ESC corporate to deliver safety messaging to potential new/young energy workers.	Q1 - Q4	<ul style="list-style-type: none"><li>• ESC SK</li><li>• ESC</li></ul>	<ul style="list-style-type: none"><li>• Establish ESC SK booth at 4 youth events throughout the province; focus on raising awareness of industry's safety record, initiatives, &amp; promote energy sector as a career choice. Target 3% reduction of serious injuries to young workers .</li></ul>	No youth events scheduled in Q1. No serious injuries among young workers were reported in Q1.	Attended four youth events with a combined attendance of approximately 8,000, sharing ESC and Careers in Energy resources with participants.		
			<ul style="list-style-type: none"><li>• Quarterly - Monitor age demographic of WCB claimants, injury type/causation and initiate action when trends noted &amp; keep industry apprised.</li></ul>	Ongoing; Q4 2024 data shows fewer injuries for ages ≤25 compared to Q4 2023. The 25-34 age group more injuries than the ≤25 in 2024. Information shared at Q1 SK Advisory and ESC SK Information Group meetings.	Ongoing; continue sharing statistics with SK Advisory and ESC SK Information Group meeting attendees.		

3. SUPPORT WORKERS TO WORK SAFELY

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Enhance safety culture within the province.	Q1 - Q4	<ul style="list-style-type: none"><li>• ESC SK</li><li>• ESC</li></ul>	<ul style="list-style-type: none"><li>• Enhance safety culture throughout provincial energy sectors; attend quarterly external meetings facilitated by stakeholders, stay up to date on SK WCB psychological/mental health research &amp; find ways to turn findings into industry learning opportunities/presentations.</li></ul>	Attended and exhibited at SK Safety Seminar. ESC is reviewing WCB psychological claims statistics across the three western provinces to share the findings and develop an action plan.	Shared ESC resources with attendees at the Dig Safe Awareness breakfasts in Weyburn and Estevan, hosted by SCGA. Approximately 2,300 individuals attended the breakfasts across Saskatchewan. SK WCB presented to the SK Advisory Committee on Workplace Psychological Health and Safety.		
			<ul style="list-style-type: none"><li>• Maintain participation with WorkSafe SK on the 2023-2028 Fatalities &amp; Serious Injuries Strategy. Provide direction &amp; educational options to working groups needing assistance.</li></ul>	Continue work on the Fatalities and Serious Injuries Strategy and present initiatives to SK WCB related to a revised COR program.	ESC's Safety Management Systems Pilot Project is aimed at reducing serious injuries and fatalities. In addition, a motor vehicle survey was provided to industry, with results to be analyzed in Q3.		
			<ul style="list-style-type: none"><li>• Quarterly - Provide statistical updates &amp; seek industry input at ESC SK Advisory Committee meetings.</li></ul>	Ongoing; statistics shared at annual general meeting & Q1 meeting.	Ongoing; statistics shared at Q2 meeting.		
			<ul style="list-style-type: none"><li>• Maintain working groups with 2 energy sectors experiencing increased time-loss injuries. Sectors will be established in concert with their industry associations &amp; collaborate on action items to mitigate increased worker injuries &amp; claim duration.</li></ul>	Meetings scheduled for Q2 and Q4.	Hosted the D51 & D52 Working Group and Trucking Group meetings to better understand industry concerns and explore how ESC can provide support.		
			<ul style="list-style-type: none"><li>• Quarterly - Engage industry to identify leading indicators &amp; conduct presentations at ESC SK Information Group meetings.</li></ul>	Q1 meeting was held, SK WCB statistics were shared, and leading indicators were sought from the attendees. Guest speaker from the Weyburn Police Service presented on recognizing and responding to worker impairment in the workplace.	Q2 meeting was held, SK WCB statistics were shared and leading indicators were sought from the attendees via the ESC Driving Change: Safe Driving Habits survey. Guest speakers from the RCMP's forensic unit presented on the rising trend of driving-related workplace incidents.		
			<ul style="list-style-type: none"><li>• Promote ESC Certificate of Recognition (COR) as primary accreditation for safety performance &amp; recognition throughout SK.</li></ul>	Ongoing; engaging with SK WCB on COR revisions and potential incentive.	Whitecap and Saturn Oil & Gas have agreed to participate in the Safety Management Systems pilot project.		

			<ul style="list-style-type: none"><li>Annually - Attend 4 provincial industry trade shows; present &amp; promote ESC's services to educate attendees.</li></ul>	Attended and exhibited at SK Safety Seminar & attended Indigenous Business Gathering.	Attended and participated at the 2025 Energy Safety Conference & Tradeshow (ESC2025), Williston Basin Petroleum Conference and the Compensation Institute (SK WCB), where ESC SK joined on panel on top safety priorities or issues and how ESC supports employers.		
			<ul style="list-style-type: none"><li>Maintain direct contact with regulators &amp; SK WCB; keep industry aware of legislative changes &amp; identified issues during Ministry of Labour Relations &amp; Workplace Safety (LRWS) inspections.</li></ul>	Attended SK WCB and OHS meetings, participated at ESC SK Advisory Committee AGM & Q1 meeting and met with the LRWS Deputy Minister to discuss creative sentencing in SK.	Ministry of Labour Relations and Workplace Safety (LRWS) presented at the Q2 Saskatchewan Advisory Committee meeting. Engaged directly with representatives from SK WCB and LRWS at ESC2025, where SK WCB attended and LRWS presented on legislation related to leading indicators.		
			<ul style="list-style-type: none"><li>Quarterly - Attend/directly participate in SK Safety Association meetings in conjunction with SK WCB &amp; LRWS/OHS.</li></ul>	Attended Q1 SK Safety Association meeting.	Attended the Q2 SK Safety Association meeting and presented on the Safety Management System Pilot Project and the youth engagement initiative.		

4. SUPPORT EMPLOYERS TO IMPROVE SAFETY

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Rigorous data collection, robust analysis & continuous improvement.	Q1 - Q4	<ul style="list-style-type: none"><li>ESC SK</li><li>ESC</li></ul>	<ul style="list-style-type: none"><li>Target entire 2025 provincial SK WCB list of surcharged employers.</li></ul>	Reviewing and processing SK WCB list of 53 surcharged employers; awaiting projected SK WCB payroll data.	Completed 39 out of 53 employer support meetings.		
			<ul style="list-style-type: none"><li>Quarterly - contact identified employers &amp; conduct support meetings with approved communication methods. Assist employers in eliminating/minimizing worker illness/injury; target 5% reduction. Monitor statistics &amp; provide assistance to employers showing an increase in SK WCB claims.</li></ul>	Developing employer reports and commencing engagements.	39 out of 53 identified employers have been contacted, with ESC providing tools and resources to help reduce worker injuries.		
	Q3 - Q4		<ul style="list-style-type: none"><li>Q3 - identify 12 additional employers nearing a surcharge position, establish contact &amp; advise them of available ESC services, training &amp; tools available; complete by year-end.</li></ul>	Waiting on Q1/Q2 SK WCB claim data - projected for Q3.	Waiting on Q1/Q2 SK WCB claim data. Analysis of data will commence in Q3 to identify Employers of concern.		
	Q1 - Q4		<ul style="list-style-type: none"><li>Quarterly - Analyze SK WCB statistical data; provide detailed data analyses of industry safety trends, claim counts &amp; causation at ESC SK Advisory Committee meetings, information sessions &amp; with specific industry focus groups.</li></ul>	Quarterly reviews underway; Q4 2024 year-end data presented at ESC SK Info Group and ESC SK Advisory AGM and Q1 meetings.	Quarterly reviews continue; with Q1 2025 data presented at the ESC SK Info Group and Advisory Q2 meetings. Claims were highest among workers aged 25-44, with top causes being contact with objects, bodily reaction, and falls.		
			<ul style="list-style-type: none"><li>Quarterly - Post data &amp; findings on webpage/portal to maximize efficiencies &amp; exposure.</li><li>As requested; establish role as a conduit between employers &amp; SK WCB for SK WCB claim process (concerning appeals &amp; understanding claims specifics).</li></ul>	Ongoing.	Ongoing.		
				Ongoing; an update on the SK Employer Advisory Centre was provided during the Q1 Advisory Committee meeting. Plans are underway to meet with SK WCB Director in Q2 to further ESC's understanding of this service.	The SK Employer Advisory Centre will be featured in the next ESC newsletter, highlighting ongoing collaboration with SK WCB to support employers and reduce workplace injuries.		

			<ul style="list-style-type: none"><li>Quarterly - Access WCB statistical data from other Western provinces; identify similar accident trends within energy sectors. Assist with gap analysis of SK WCB statistics.</li></ul>	Ongoing; discussions with ESC Business Improvement department.	Ongoing discussions with ESC’s Business Improvement team. Upon request, ESC SK has provided Western region reports to Saskatchewan employers with interprovincial operations during engagements.		
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Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Participate in seeking new leading & lagging data sources.	Q1 - Q4	<ul style="list-style-type: none"><li>ESC SK</li><li>ESC</li></ul>	<ul style="list-style-type: none"><li>Quarterly - Monitor WCB statistics; work directly with SK WCB &amp; ESC Business Improvement department to obtain lagging indicator data. Process data to keep industry aware of trends. Target 3% reduction in fatalities &amp; serious illness/injury.</li></ul>	Attended 2023-2028 Fatalities and Serious Injuries Strategy kickoff meeting hosted by LRWS and SK WCB.	Attended and presented the Safety Management Systems Pilot Project at the quarterly SK WCB/Safety Association meeting.		
			<ul style="list-style-type: none"><li>Quarterly - Monitor specific industry sector trends; maintain/establish working groups with sectors concerning safe work practices &amp; safety enhancements.</li></ul>	Ongoing; directly engaging sectors with multiple SK WCB claims and higher SK WCB premiums.	Engaged with D51/D52 Working Group and SK Trucking Group. ESC SK hosted Q2 semi-annual meetings. In 2024, D51 total claims down 2%, D52 up 45%. Trucking claims down 35%, but TL claims remain high—over 50% in D4108, with leg/back injuries impacting RTW.		

5. ENHANCE COMMUNICATIONS & ENGAGEMENT

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Enhance ESC’s brand/services & broaden markets.	Q1 - Q4	<ul style="list-style-type: none"><li>ESC SK</li><li>ESC</li></ul>	<ul style="list-style-type: none"><li>Quarterly - Promote ESC’s webpage &amp; other communication.</li></ul>	Ongoing; promoting online tools and resources at quarterly meetings.	Ongoing; promoting online tools and resources at quarterly meetings and employer support visits.		
			<ul style="list-style-type: none"><li>Consult/advise SK Common Ground Alliance (SCGA) and Canadian Common Ground Alliance Development Committee on safe work practices associated with ground disturbance &amp; ESC services.</li></ul>	Ongoing; seat held on SCGA Organizing Committee. Participating in Q2 Safe Dig Month events.	Shared ESC resources at the Safe Dig Breakfasts in Weyburn and Estevan, organized by SCGA. Continuing as active members of the 2026 planning committee.		
			<ul style="list-style-type: none"><li>Consult/advise/collaborate and address SK WCB and LRWS requests to enhance their knowledge of ESC services provides to the energy sector and ESC operational undertakings in assisting other provincial safety associations.</li></ul>	Ongoing; engaged with SK WCB and LRWS staff at the SK Safety Seminar. Topics included creative sentencing and new resources (4Ds) available on the ESC website.	At the Compensation Institute (SK WCB), shared ESC’s new tools and resources — the Causal Reasoning White Paper and the Protecting Young, New, and Inexperienced Workers project. ESC SK participated along with the five other WCB funded Saskatchewan Safety Associations in a panel discussion on top safety priorities and shared an example of how ESC supports employers in resolving safety issues.		

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with ESC Business Development & Partnerships department & Careers in Energy, division of ESC & directly engage with SK industries, associations & groups associated with renewable, alternate energy sources & seek synergies.	Q1 - Q4	<ul style="list-style-type: none"><li>• ESC SK</li><li>• ESC</li></ul>	<ul style="list-style-type: none"><li>• Engage with industry &amp; groups associated with renewable &amp; alternate energy sources as requested.</li></ul>	Ongoing; meetings with ESC Business Development are being held to discuss SK employers expanding into renewable energy.	Engaged with industry at the Williston Basin Petroleum Conference and registered for the Q3 SK Suppliers Energy Forum.		